

Overview

The annual Open Enrollment period for 2022 benefits is Monday, November 1–Monday, November 15, 2021.

Choosing the right benefit plan is an important decision, so we've gathered some resources on the Open Enrollment website at rochester.edu/benefits/openenrollment to help you through this process.

The website includes ALEX, webinars, Q&A sessions, and steps to complete your benefit elections and answers to common questions.

Need additional help? Contact the Office of Total Rewards at totalrewards@rochester.edu.

Highlights

1. A new benefit, Allstate Identity Protection, will be available for 2022.

Full-time and part-time faculty and staff, residents, and fellows will be eligible for Allstate Identity Protection Pro Plus that provides identity monitoring of credit cards, loans, and financial accounts, as well as provides real-time alerts and identity restoration to give you peace of mind that your identity is protected. Enrollment in this new benefit must be done during the Open Enrollment period. Please log on to YOURBenefitsExtras.com for more information or to enroll.

2. FSA contribution limits have remained the same for 2022.

Flexible Spending Accounts (FSA)*

- Health Care or Limited Purpose FSA—\$2,750 limit
- Dependent Care FSA—\$5,000 per household**

* Eligibility rules apply

**Federal non-discrimination guidelines require the University to test the Dependent Care FSA to ensure that highly compensated employees, as defined under IRS guidelines, do not disproportionately contribute to the Dependent Care FSA. Highly compensated employees may have their FSA maximum contribution amount reduced if the test results do not meet federal guidelines.

3. FSA plans have temporary changes for 2022 due to the passing of the Consolidated Appropriations Act.

All unused Health Care or Limited Purpose FSA account balances from 2021 will be carried over to 2022 for use on eligible expenses for 2022. To be eligible for the rollover, you must elect a Health Care or Limited Purpose FSA account during Open Enrollment for 2022.

All unused 2021 Dependent Care FSA funds are eligible to be carried over into your 2022 Dependent Care FSA account. You do not need to elect a Dependent Care FSA account for 2022 during Open Enrollment in order to be eligible for the rollover of unused funds from 2021. Additional details can be found at rochester.edu/totalrewards/fsa.

